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|---|---|--|---|--|
| <b>PERSONAL AWARD RECOMMENDATION</b>  |   | <b>CASE ID:</b><br>1142185   | <b>PRIVACY ACT STATEMENT</b><br>The Privacy Act Statement for information on this form is contained in NAVMC Form 11000, Privacy Act Statement for Marine Corps Personnel and Pay Records.  |  |
| <b>FROM: (Title and Address)</b><br>COMMANDING OFFICER<br>14THMAR 4TH MARDIV<br>SITE SPT (FT WORTH TX)<br>FORT WORTH TEXAS  |   | <b>TO: (Awarding Authority)</b><br>CMC HEADQUARTERS USMC (R/U)   |   |  |
|   |   | <b>14. EXP. OF ACTIVE DUTY:</b>  |   | <b>IF RETIREMENT, NUMBER OF YEARS:</b> |
| <b>1. EDIPI:</b><br>(b)(6)  | <b>2. DESIG/NEC/MOS:</b><br>8041  |  | <b>15. EST. DETACHMENT DATE:</b> 06/01/2020<br><div><input type="checkbox"/> Retirement<br/><input checked="" type="checkbox"/> Transfer</div> <div><input type="checkbox"/> Terminal Leave<br/><input type="checkbox"/> Impact Award</div> |  |
| <b>3. NAME (Last,first,MI):</b><br>GARCIA JR, ADOLFO  |   | <b>4. COMPONENT (USN,USMC,etc.):</b><br>USMC   | <b>16. NEW DUTY STATION (Home address if separation anticipated):</b><br>N/A  |  |
| <b>5. GRADE/RANK:</b><br>COL  | <b>17. UNIT AT TIME OF ACTION/SERVICE:</b><br>SITE SPT (FT WORTH TX) 14THMAR 4TH MARDIV |  | <b>18. DUTY ASSIGNMENT:</b><br>COMMANDING OFFICER   |  |
| <b>6. WARFARE DESIGNATOR (Navy Only):</b>   |   | <b>7. RUC:</b><br>84236  | <b>19. PREVIOUS PERSONAL DECORATIONS AND PERIOD RECOGNIZED:</b>   |  |
| <b>8. RECOMMENDED AWARD:</b><br>LM - LEGION OF MERIT  |   | <b>9. SPECIFIC ACHIEVEMENT:</b><br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | LM - 05/18/2018      MR - 07/01/2015      MM - 05/10/2012<br>BS - 11/23/2010      CR - 10/29/2010      MM - 01/07/2009<br>MM - 03/27/2007      NC - 09/23/2004      AC - 07/01/2000<br>NA - 10/20/1999                                      |  |
| <b>10. TYPE:</b><br><div><input type="checkbox"/> Heroic      <input type="checkbox"/> Heroic Posthumous      <input type="checkbox"/> MIA<br/><input checked="" type="checkbox"/> Meritorious      <input type="checkbox"/> Meritorious Posthumous</div> |   |  |   |  |
| <b>11. NUMBER OF AWARD OF RECOMMENDED MEDAL:</b><br>2   |   |  | <b>20. PERSONAL AWARDS RECOMMENDED-NOT YET APPROVED:</b>  |  |
| <b>12. ACTION DATE/MERITORIOUS PERIOD:</b><br>06/06/2018 - 06/01/2020   |   |  | <b>21. OTHER PERSONNEL BEING RECOMMENDED FOR SAME ACTION:</b>   |  |
| <b>13. GEOGRAPHIC AREA OF ACTION/SERVICE:</b><br>CONUS  |   |  |   |  |
| <b>22. I certify that the facts contained in the summary of action are</b> <input checked="" type="checkbox"/> known to me <input checked="" type="checkbox"/> a matter of record   |   |  |   |  |
| <b>NAME, GRADE, TITLE OF ORIGINATOR</b><br>MEADOWS III, HALSTEAD, COL<br>Chief of Staff   |   | <b>SIGNATURE</b><br>Halstead Meadows I I I<br>Chief of Staff   |   | <b>DATE</b><br>02/12/2020              |
| <b>23. FORWARDING ENDORSEMENTS BY VIA ADDRESSEE(S).</b>   |   |  |   |  |
| <b>VIA COMMAND</b>  | <b>RECOMMENDED AWARD</b>  | <b>COMBAT "V"</b>  | <b>SIGNATURE &amp; GRADE</b>  | <b>DATE FWD</b>                        |
| CG, 4th MARDIV<br>4TH MARDIV MARFORRES (R/U)  | LM - LEGION OF MERIT  | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                                    | Halstead Meadows I I I<br>Halstead Meadows III<br>COL<br>For<br>Michael Martin<br>BGEN, CG, 4th MARDIV  | 02/13/2020 14:25:21                    |
| COMMARFORRES<br>MARFORRES (R/U)   | LM - LEGION OF MERIT  | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                                    | Barrett Mason Rhodes<br>Barrett Mason Rhodes<br>MSGT<br>For<br>David Bellon<br>LTGEN, COMMARFORRES  | 03/06/2020 11:05:04                    |
| <b>24. TO BE COMPLETED BY AWARDING AUTHORITY</b>  |   |  |   |  |
| <b>DISPOSITION OF BASIC RECOMMENDATION</b>  | <b>COMBAT "V"</b>   | <b>EXTRAORDINARY HEROISM</b>   | <b>SIGNATURE, GRADE, TITLE</b>  | <b>DATE APPROVED</b>                   |
| LM - LEGION OF MERIT  | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                     | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                                    | Robert Shin<br>Robert Shin<br>MGYSGT/S-1 CHIEF<br>For<br>David H Berger<br>GEN, CMC   | 03/23/2020 13:39:08                    |

**Citation****LM approved as LM on 03/23/2020 13:39:08**

For exceptionally meritorious conduct in the performance of outstanding service as Commanding Officer, 14th Marine Regiment, 4th Marine Division, Marine Forces Reserve, from June 2018 to June 2020. Colonel Garcia used his vast artillery experience and outstanding leadership to integrate with the active component, provide a Force Artillery Headquarters capable of supporting real-world operations, and command a regiment of three geographically distributed battalions and an independent communications company. His initiative to improve the lethality and deployment readiness of the Regiment facilitated improved personnel, equipment, and training readiness. Never content with the level of support provided by the Force Artillery Headquarters, Colonel Garcia consistently sought ways to improve the integration of the Force Artillery Headquarters with the supported unit through multiple exercises to include III Marine Expeditionary Force Command Post Exercise 18, Dynamic Front 19, III Marine Expeditionary Force Exercise 2019, Dong Maeng 19.1, Naval Large Scale Exercise 20, and Dynamic Front 20. He seized every opportunity to turn a routine deployment or exercise into one that focused on deployment readiness by integrating strategic mobility exercises with a focus on both personnel and equipment deployment preparation processes. Colonel Garcia astutely supervised the training for approximately 3,200 Marine Corps and Navy personnel and ensured the readiness of the Regiment's subordinate units in support of operations and exercises worldwide. Colonel Garcia's dependable, persistent, and loyal dedication to duty reflected great credit on him and were in keeping with the highest traditions of the Marine Corps and the United States Naval Service.

### Summary of Action

Colonel Adolfo Garcia Jr. is enthusiastically recommended for the Legion of Merit for outstanding service as the Commanding Officer, 14th Marine Regiment, from June 2018 to June 2020. Colonel Garcia consistently distinguished himself by his visionary and inspirational leadership, his initiative, technical expertise, and his unswerving devotion to the well-being of all Marines and Sailors of the Regiment. Through his exhaustive efforts, commitment, and ability to inspire, he significantly influenced the morale and welfare of the Marines of the 14th Marine Regiment. Uniting and synergizing the active duty Inspector-Instructor and Selected Marine Corps Reserve (SMCR) staffs, Colonel Garcia deftly commanded a diverse regiment comprised of three artillery battalions and a communications company dispersed across the nation at 15 home training center locations.

Colonel Garcia completes an exceptionally successful two-year tour as the Commanding Officer of one of the largest regiments within the United States Marine Corps Total Force. He is trusted and respected throughout the joint and coalition artillery community and Marine Forces Reserve (MARFORRES) for his advanced technical and tactical acumen, strong leadership skills, and ability to improve both the performance and command climate of the unit. He has been sought out to support multiple future force planning initiatives in pursuit of 38th Commandant's Planning Guidance (CPG) by Headquarters Marine Corps, as well as take part in international fires conferences and training events. Over his two-year tenure, Colonel Garcia focused the Regiment on deployment readiness and training fundamentals, improving maintenance and supply readiness, and professional development of the force.

Colonel Garcia emphasized efforts to increase deployment readiness and strategic mobility based on a Service-level focus for MARFORRES to be mobilization ready. The Regiment renewed emphasis on the Force Readiness Assessment and Assistance Program (FRAAP), which assesses deployment readiness, by increasing assist visits by Subject Matter Experts to support units' preparation of inspection checklists. The Regiment also conducted strategic mobility exercises to validate personnel readiness procedures and embarkation requirements of the Force Artillery Headquarters (FAHQ) force packages. 14th Marine Regiment saw a significant increase in mobilization readiness as measured by FRAAP inspection results; Communications Company received a grade of 100 percent deployment capable. This impressive accomplishment had not been achieved by a MARFORRES unit since Fiscal Year 2018.

Colonel Garcia ensured battalions focused training efforts on building artillery proficiency at the section, battery, and battalion level. For cannon battalions, Colonel Garcia focused training on the aspects of battery operations that require extended training periods, based on his recognition of the potential for reduced time after mobilization in order to meet Operations Plan (OPLAN) deployment timelines. In pursuit of active component integration, 3d and 5th Battalions continued their regional alignment to 10th and 11th Marine Regiments respectively, to increase unit's mutual understanding of the total force and make more efficient usage of resources. The Regiment's rocket artillery was equally employed during this period by executing multiple combat deployments of High Mobility Artillery Rocket System (HIMARS) platoons as part of Task Force Southwest in Afghanistan. Recognizing, in accordance with the CPG and developing OPLANs, the requirement for integrating long range precision fires with Fleet operations in a maritime environment, 2d Battalion, 14th Marines trained on sensor integration, advanced communications, and HIMARS rapid insertion in exercises such as Sentinel Edge, Emerald Warrior, and II Marine Expeditionary Force (MEF) Naval Large Scale Exercise (NLSE) 2020. At the regimental headquarters, he focused on the continued development of the FAHQ by rehearsing deployment procedures and through the increased functionality of FAHQ with the MEF staffs. Members of the regiment's FAHQ successfully supported MEF level exercises during III MEF Exercise 2019, II MEF/6th Fleet NLSE 2020, US Army Europe exercise Dynamic Front 19 and 20, and Indopacom Exercise Dong Maeng 19.2. During these exercises the FAHQ actively integrated with the MEF fires and effects coordination centers, G-3 future operations and plans cells, G-4, and the subordinate Marine Aircraft Wing's Tactical Air Command Centers, in order to ensure timely and accurately coordinate MEF-level ground fires and counter-fire capabilities, and aid the MEF G-4 and other supporting commands with HIMARS sustainment.

The Regiment's support for these operational requirements would not have been possible, if not for Colonel Garcia's ability to drive the need to repair and maintain operational equipment. Owning one of the largest motor pools in the Marine Corps, Colonel Garcia was directly responsible for nearly 500 million dollars in equipment. During his two-year tenure, Colonel Garcia meticulously ensured a high state of combat readiness involving 2,230 pieces of Mission Essential Equipment and Principle End Items and more than 109,000 dollars of supply and non-mission essential end items across the Regiment. With an already deficient equipment to maintainer ratio at hand, Colonel Garcia acquired more than 6.1 million dollars in Reserve Personnel Marine Corps funding and 9.6 million dollars in Operations and Maintenance (O&M) funding in order to allocate SMCR Marines to support and maintain the vast amount of equipment throughout the Regiment. Further, Colonel Garcia directed the formation of organic maintenance "tiger teams" at the regiment headquarters battery level in order to directly support the challenge of heavy equipment readiness at the subordinate unit level. To supplement this organic support, Colonel Garcia broke ground in the establishment of Maintenance Support Teams (MSTs) from Combat Logistics Regiment-4 to subordinate units within the Regiment. A direct result of his emphasis was the surge of over 40 MSTs directly supporting subordinate units which resulted in a significant increase of equipment readiness. His "can do" mindset enabled the Regiment to reach and maintain a 95 percent combat readiness rating, all while not exceeding his O&M fiscal authorizations, an accomplishment rarely achieved in MARFORRES.

Colonel Garcia recognized the need to build the next generation of unit leadership and increased the importance on professional development throughout the unit. The increased focus on Professional Military Education (PME), particularly Reserve PME, ultimately resulted in more Marines eligible for promotion, improving the quality of existing leadership within the Regiment, and paving the way for the Regiment's future success.

Colonel Garcia served as a positive role model, mentor, and Marine Officer for his subordinates, a sounding board for his superiors, and a measure by which his peers were judged. His achievements during this tour furthered the reputation of the Regiment at home and abroad. Colonel Garcia's experience, skill, leadership, and commitment to excellence made significant impacts in every command within 14th Marines. In short, he epitomized what was expected of a Marine Corps

Commander and left an enduring impression throughout the Regiment.



## COMMANDANT OF THE MARINE CORPS

The President of the United States takes pleasure in presenting the LEGION OF MERIT (gold star in lieu of Second award) to

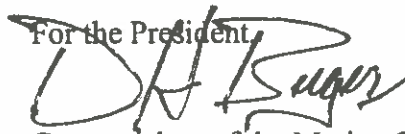
COLONEL ADOLFO GARCIA JR  
UNITED STATES MARINE CORPS

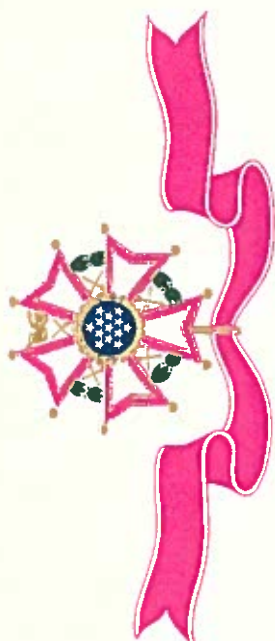
for service as set forth in the following

### CITATION:

For exceptionally meritorious conduct in the performance of outstanding service as Commanding Officer, 14th Marine Regiment, 4th Marine Division, Marine Forces Reserve, from June 2018 to June 2020. Colonel Garcia used his vast artillery experience and outstanding leadership to integrate with the active component, provide a Force Artillery Headquarters capable of supporting real-world operations, and command a regiment of three geographically distributed battalions and an independent communications company. His initiative to improve the lethality and deployment readiness of the Regiment facilitated improved personnel, equipment, and training readiness. Never content with the level of support provided by the Force Artillery Headquarters, Colonel Garcia consistently sought ways to improve the integration of the Force Artillery Headquarters with the supported unit through multiple exercises to include III Marine Expeditionary Force Command Post Exercise 18, Dynamic Front 19, III Marine Expeditionary Force Exercise 2019, Dong Maeng 19.1, Naval Large Scale Exercise 20, and Dynamic Front 20. He seized every opportunity to turn a routine deployment or exercise into one that focused on deployment readiness by integrating strategic mobility exercises with a focus on both personnel and equipment deployment preparation processes. Colonel Garcia astutely supervised the training for approximately 3,200 Marine Corps and Navy personnel and ensured the readiness of the Regiment's subordinate units in support of operations and exercises worldwide. Colonel Garcia's dependable, persistent, and loyal dedication to duty reflected great credit on him and were in keeping with the highest traditions of the Marine Corps and the United States Naval Service.



For the President  
  
Commandant of the Marine Corps



# THE UNITED STATES OF AMERICA

THIS IS TO CERTIFY THAT  
THE PRESIDENT OF THE UNITED STATES OF AMERICA  
HAS AWARDED THE

## LEGION OF MERIT (GOLD STAR IN LIEU OF THE SECOND AWARD)

TO

COLONEL ADOLFO GARCIA JR., UNITED STATES MARINE CORPS

FOR

EXCEPTIONALLY MERITORIOUS CONDUCT  
IN THE PERFORMANCE OF OUTSTANDING SERVICES

FROM JUNE 2018 TO JUNE 2020

GIVEN THIS

2ND

DAY OF MARCH 2020



FOR THE SECRETARY OF THE NAVY  
DAVID H. BERGER  
GENERAL  
COMMANDANT OF THE MARINE CORPS